

Governor's COVID-19 Equity Response Team
June 20, 2020
Remote Zoom Meeting
MINUTES

Meeting Open at 12:00 p.m.

Members Present (roll-call with disclosure of who else in room): Kirsten Durzy, Rogers Johnson, Dottie Morris, Trinidad Tellez. Bobbie Bagley was present at start of call, but had to step away to take a phone call and was not present at roll call. Bobbie re-joined at 12:18 p.m. All unaccompanied.

Quorum: Yes

Others Present: Laura McGlashan, note-taker. 0 public attendees.

Welcome, Call to Order, Structure of Remote Meeting

- Review of Right to Know Procedures for compliance with the requirements of RSA chapter 91-A and Emergency Order 12.
 - Members of the public can view and listen to the public meeting via online webinar or via phone. Members of the public will be muted throughout the meeting. Comments will be taken at the end.
 - All votes taken during the meeting shall be done by roll call vote
- Charge is to develop a recommended strategy to address the disproportionate impacts of the COVID-19 pandemic and to oversee the implementation of the recommended plan.

Approval of Prior Meeting Minutes

Minutes from 6/11/2020 meeting approved after roll call vote with a vote of 4 for accepting the minutes. Approved minutes will be posted on the GCERT website.

Clarification/Update

- Discussion of sending final Charter to members, after approval at last meeting. Discussion of whether materials should be emailed to members individually in addition to posting on GCERT webpage, while await shared folder set up. For now TT will send all materials to members via email, in addition to posting to DHHS website.
- TT received response from Governor's office about the letter sent to Governor from Reverend Rouse, "It is my understanding that the Governor might have had a brief conversation with them, and wanted me to share this in case the team is interested in speaking with them as well."

Continue discussion of instrument and process to solicit input to inform plan

- Discussion of assessment after Thursday's extensive subcommittee work.
 - Revisions not yet made/incorporated.
 - Any additional thoughts on the content of the instrument that anyone wants to bring up?

- Discussion of need to focus today on the process for assessment
- Discussion of countdown to report release data. Agreement without objection about target being 30 days from first meeting on June 6th.

BB joined meeting at 12:18 – unaccompanied in room.

- Discussion about the assessment, report and work in general.
 - How unbelievably important this work is!
 - Deep concern about attempting to put out this assessment in the 30 day window
 - Needs to be thought thru well enough
 - Complications of creating a tool that's comprehensive and thoughtful without being shaming, judgmental
 - Needs to be conclusive in language and format and gets at critical info needed
 - Disseminating this appropriately in a state where this has never been done before – need more time.
 - Discussion of sample size needed, confidence interval, anticipated return
 - Complexity of having survey tool available in both print and electronic and multi languages and analysis
 - It's a substantial amount of work
 - We need to spend more time crafting actual assessment doc
 - Spend time crafting thoughtful dissemination plan for reaching population we want to reach
 - Analysis plan
 - This is a methodologic issue – we know how to do good methods = let's do it right – no way to do it right within 2 weeks.
 - This is where Cultural and language factors come in – we would have to follow this methodology or else info won't be accurate – even data we currently have is inadequate – we want to do deep dive
 - We could use the data already out there, and make some determinations based on that and spend time talking about why that data is lacking.
 - Part of recommendation could be that there must be tools to collect data
- Discussion of whether anyone has ever done anything like this on a statewide level before? Not in at least 10 years.
 - We have been doing this work for 20 years – at higher level OHE was put in place that was result of that work.
 - NH Minority Health Coalition did a lot of work but not at this level. It was qualitative work, focus groups, etc. work has always been project specific – only anecdotal – so not at this level. We have expertise methodologically.
 - Now we have established this as a strategy/recommendation.
- Discussion of what the report will be
 - What about something around police reform? And making sure people can get hired? And, how will telehealth impact minority populations if that is taken away? We can include all these things.

- We should include a direct ask for how this group or an expanded version of this group can continue to exist.
- The way all this came about was that Governor's Task Force on Diversity and Inclusion made very specific recommendations/asks.
- A lot of intentional thinking regarding how we understand the data. A lot about framing – we understand there are social and structural determinants, etc.
- How can we make recommendations for a population when we don't know people's experiences? That is what started us down the path of developing a tool.
- We can collect data from a lot of places, but don't feel we have a grasp on it – so we need to talk about limitations of the data and make recommendations based on data we already have.
- Governor needs to have this equity response team in place.
- Recommendations could extend to other health issues. For example, people afraid of going to hospital because they're afraid of being deported. Refugee population afraid to get tested because of fear of authority, etc.
- This gives an opportunity to make a recommendation to have an ongoing equity Response team for issues across the board.
- Could include that and recommend expertise in equitable policing, economic justice...
- One thing in Governor's Advisory Council on Diversity & Inclusion (GACDI) report is need to establish equity person to give DOE an understanding of how to address these issues as they occur. Establishing a committee only goes so far – because committee will eventually go away. We need equity advisors across entire government so discussion continues – is ongoing.
- What kind of things can be put in place so when new governor is elected – to be long standing.
- GACDI recommended that DOE have a senior level equity person AND that there be something like an equity council – that each state agency have an equity designee.
 - Want to make sure that this team reviews the recommendations already made by the GACDI.
- Question of whether we are acting on what we said as part of agenda that we will be creating an assessment tool?

Chair: It sounds like we have consensus for moving in this direction. Without objection so ordered we are moving toward writing a strategic plan document and leaving further assessment as part of our recommendations. NO OBJECTIONS.

- Discussion of charge document: Team has been charged with developing recommendations and strategies for addressing disproportionate impact. And to oversee implementation of recommended actions.
 - The document indicates that work will continue over months if not years to come
 - Do we speak to the four categories? Or do we choose to do things in a different way?
 - Document says we will be calling on other people. That will come after initial 30 days.
 - Review of what other states are doing, issue briefs, white papers relevant to work we're going

- There's not anything we have mentioned that couldn't be fit into structure of charge, or we could create our own structure and make sure everything in charge fits within that.
- Other things are happening now, such as creation of a new police commission. We want to make sure things created now have an equity lens – is there anything else we want to capture as we're thinking about recommendations?
- There's the money that's available for non-profit organizations now – want to make sure there's an eye towards equity in all these processes – worried things are happening that we're not able to influence
- Could they weigh in and ask that deadline be extended so the small non-profit orgs can benefit
- Could be a recommendation – that with any future committees, task forces, that there's diverse representation
- May not be too late to recommend diversifying the review team for distributing those funds
- With the main street funds, concerns that small minority owned businesses missed that opportunity – wondering if we could recommend a second round?
- Government has no idea who minority owned businesses are
 - Make a list so they are provided an opportunity to participate – that 's a recommendation right there... A certified list of minority owned businesses
 - NAACP has created a registration list
 - We want this to be an official list that state is collecting
 - When 501 c 3 organizations or businesses are created, we want to know demographics – we can make recommendations to make sure this is achieved.
- Discussion of review of landscape of what's available already publically.
 - List generated.
 - Look at existing data, make recommendations based on data we have and pointing out limitations
 - A primary recommendation in our report is the meta-analysis of this data set and list out specific data we want analyzed.
 - This is what exists at this point in time. A recognition that looking at a data set – we see a lack of quality data, that's an important input. How can we collect data equitably? Expansion of how we think about data.
 - Discussion of criteria for review – a mini meta assessment
 - Report having a substantial amount of work to move forward is just more proof that we need time and resources. We need specific resources to support expanded response team moving forward.
 - Take existing data – get as much info as we possibly can and when we write report we say based on limited info we have, we make XYZ recommendations, then we make a case for why we need to collect data to do things we recommend – we can't make recommendations based on no data. Make point that better data needs to be collected.

Plan next steps

- Discussion about meetings the next two weeks to get us through until July 4th.
 - Plan 2 per week – subcommittee and full meeting.

- All to complete doodle poll by tomorrow.
 - Length of meeting time to remain 90 minutes recognizing may go over.
- Chair to draft report outline worksheet based on whiteboard notes
- Chair to draft excel worksheet for review of current publically available data sources/briefs

Public Comment

- No written comments submitted by email before meeting
 - No public attendees

Meeting Adjourned: 1:47 p.m.